

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 172 - SB 186

March 14, 2021

SUMMARY OF BILL: Prohibits a state or local government entity from requiring an employee to receive a vaccine or immunization as a condition of employment.

Establishes that leaving employment due to an employer requiring a vaccination will be considered cause to receive Worker's Compensation benefits.

ESTIMATED FISCAL IMPACT:

Other Fiscal Impact - The proposed legislation will increase payout of Worker's Compensation benefits for state or local government employees that leave employment due to refusal of a vaccine when a vaccine or immunization is required; however, the number of employees who will claim these benefits or the increase in state expenditures for payout of such benefits cannot be estimated with any reasonable certainty.

Assumptions:

- Currently, an employee is required to seek a medical examination, immunization, or treatment, if such examination, immunization, or treatment is necessary for the protection of the health or safety or others.
- The proposed legislation would prohibit a vaccine or immunization as a requirement for employment.
- There is not estimated to be a significant increase in caseloads; therefore, any impact to the state or local court system is estimated to be not significant
- Pursuant to Tenn. Code Ann. § 50-7-303(a)(1)(A), a claimant is disqualified from receiving Worker's Compensation benefits if the claimant left employment voluntarily without good cause.
- The proposed legislation establishes that a claimant who left employment with an employer requiring employees to receive a vaccination for refusal of a vaccine will be considered good cause and subsequently receive Worker's Compensation benefits.
- The proposed legislation will increase payout of Worker's Compensation benefits for state or local government employees that leave employment due to refusal of a vaccine when a vaccine or immunization is required; however, the number of employees who will claim these benefits or the increase in state expenditures for payout of such benefits cannot be estimated with any reasonable certainty.

IMPACT TO COMMERCE:

Other Commerce Impact - The proposed legislation will increase payout of Worker's Compensation benefits for employees that leave employment due to refusal of a vaccine when a vaccine or immunization is required by private employers; however, the number of employees who will claim these benefits or the increase in business expenditures for payout of such benefits cannot be estimated with any reasonable certainty.

Assumption:

- The proposed legislation will increase payout of Worker's Compensation benefits for employees that leave employment due to refusal of a vaccine when a vaccine or immunization is required by private employers; however, the number of employees who will claim these benefits or the increase in business expenditures for payout of such benefits cannot be estimated with any reasonable certainty.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Bojan Savic". The signature is written in a cursive, flowing style.

Bojan Savic, Interim Executive Director

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